



# FISCAL YEAR 2019 MEMBER PROFILE

As of June 30, 2019  
*MSEP | MSEP 2000 | MSEP 2011*

**MOSERS**



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*Except for the summary information on pages 12-15 the Fiscal Year 2019 MOSERS Member Profile Summary does not include data on employees of colleges & universities, local payroll agencies, legislators, statewide elected officials, judges, administrative law judges & legal advisors, highway and transportation, University of MO rehab members, or members of the MoDOT & Patrol Employees' Retirement System (MPERS). This report is intended to give users an understanding of average state employees working at or retired from active service from the agencies listed (i.e. HB 5/SAM II agencies).*

# OVERVIEW

## FY19 Active Members

*As of June 30, 2019*

Average						
Department Name	FY19 Count	Entry Age	Current Age	Salary	Years of Service	Eligible to Retire FY19
Agriculture	338	32.18	43.67	\$43,477	11.03	58
Conservation	1,365	30.43	44.42	\$45,213	14.02	227
Corrections	9,848	32.96	43.95	\$36,923	10.13	914
Economic Development	766	34.72	48.17	\$47,584	11.98	132
Elementary & Secondary Education	1,666	35.11	47.28	\$37,115	10.78	234
Health	1,691	33.78	47.00	\$42,857	11.57	223
Higher Education	51	29.11	44.16	\$51,848	12.95	5
Insurance	499	30.89	45.46	\$54,751	12.68	77
Judiciary	2,770	35.05	47.11	\$35,296	11.20	434
Labor & Industrial Relations	589	33.84	48.55	\$42,202	12.84	103
Legislature**	366	29.08	42.89	\$49,523	11.56	64
Mental Health	6,143	33.31	44.19	\$38,883	9.50	631
Natural Resources	1,342	32.25	45.25	\$43,507	12.29	208
Office of Administration	1,733	32.58	47.11	\$47,244	13.57	307
Public Safety	2,321	35.53	44.61	\$36,782	7.69	197
Revenue	1,225	30.37	41.58	\$35,555	10.30	133
Social Services	6,296	32.89	44.65	\$35,732	10.73	673
State Public Defender	591	32.39	42.80	\$53,532	9.10	62
<b>TOTALS</b>	<b>39,600</b>	<b>33.18</b>	<b>44.89</b>	<b>\$39,044</b>	<b>10.63</b>	<b>4,682*</b>

\*Includes all members eligible for normal retirement as of 6-30-2019; several of whom were previously eligible.

\*\*Does not include General Assembly Members

See page 7 for the percentage of workforce eligible to retire within 5 years.

Department Name	FY19 Count	Average Retirement Age	Average Years of Service	Average FAP* Annualized	Average Annual Benefit
Agriculture	16	64.68	22.72	\$45,505	\$16,173
Conservation	38	58.62	27.79	\$50,047	\$29,045
Corrections	384	61.36	21.87	\$36,811	\$15,827
Economic Development	30	63.16	24.31	\$44,162	\$20,319
Elementary & Secondary Education	59	61.73	23.28	\$40,386	\$18,429
Health	72	61.87	22.78	\$45,426	\$19,622
Higher Education	4	59.97	23.52	\$39,497	\$20,607
Insurance	13	60.20	25.30	\$69,126	\$35,875
Judiciary	136	62.01	25.87	\$40,598	\$20,075
Labor & Industrial Relations	30	61.74	24.42	\$47,035	\$22,113
Legislature	26	61.94	26.26	\$40,138	\$20,596
Mental Health	213	61.05	23.62	\$41,582	\$18,998
Natural Resources	53	61.43	23.93	\$46,343	\$21,057
Office of Administration	70	59.45	25.96	\$48,717	\$25,543
Public Safety	53	63.12	18.21	\$40,841	\$14,739
Revenue	40	59.10	27.96	\$40,209	\$23,022
Social Services	192	61.06	24.10	\$36,511	\$17,682
State Public Defender	5	62.25	16.90	\$55,397	\$17,293
<b>TOTALS</b>	<b>1,434</b>	<b>61.30</b>	<b>23.59</b>	<b>\$44,801</b>	<b>\$18,941*</b>

*\*This is the average of all new retirees' final average pay (FAP). FAP is defined as the average of the employee's highest 36 full consecutive months of compensation. It is one part of the three-part formula used for calculating retirement benefits:  $FAP \times Multiplier \times Credited Service = Monthly Benefit$ .*

	FY15		FY17		FY 19	
Department Name	Count	Average Entry Age	Count	Average Entry Age	Count	Average Entry Age
Agriculture	26	35.02	45	33.98	35	33.29
Conservation	94	31.43	100	29.71	92	32.37
Corrections	1,336	31.33	1,405	30.53	1,902	32.12
Economic Development	74	39.15	71	39.53	75	37.92
Elementary & Secondary Education	159	39.65	191	38.41	195	37.44
Health	132	36.56	149	37.31	121	38.15
Higher Education	4	28.10	4	31.73	6	32.49
Insurance	34	37.89	29	36.17	23	37.22
Judiciary	325	36.64	360	35.95	350	37.44
Labor & Industrial Relations	32	36.62	39	40.49	40	37.73
Legislature	44	28.01	35	30.95	62	29.31
Mental Health	1,019	32.13	1,173	32.12	1,261	32.35
Natural Resources	106	34.65	102	35.08	137	35.25
Office of Administration	133	37.05	102	37.14	128	36.33
Public Safety	579	34.64	876	32.95	667	32.90
Revenue	173	30.59	198	30.46	174	31.55
Social Services	818	33.71	842	33.98	865	35.32
State Public Defender	82	31.66	96	33.43	70	34.08
<b>TOTALS</b>	<b>5,170</b>	<b>32.98</b>	<b>5,817</b>	<b>32.94</b>	<b>6,203</b>	<b>33.55</b>

Department Name	FY15		FY17		FY19	
	Count	Average Years of Service	Count	Average Years of Service	Count	Average Years of Service
Agriculture	323	12.43	335	11.27	338	11.03
Conservation	1,378	14.41	1,391	13.94	1,365	14.02
Corrections	10,866	10.33	10,517	10.37	9,848	10.13
Economic Development	777	13.12	784	12.35	766	11.98
Elementary & Secondary Education	1,690	11.57	1,690	10.90	1,666	10.78
Health	1,713	11.98	1,718	11.50	1,691	11.57
Higher Education	56	12.75	52	13.84	51	12.95
Insurance	515	12.13	506	12.08	499	12.68
Judiciary	2,831	11.97	2,811	11.72	2,770	11.20
Labor & Industrial Relations	700	12.96	627	12.96	589	12.84
Legislature	377	12.51	377	12.27	366	11.56
Mental Health	6,604	9.71	6,430	9.62	6,143	9.50
Natural Resources	1,404	12.91	1,387	12.56	1,342	12.29
Office of Administration	1,754	14.08	1,742	13.88	1,733	13.57
Public Safety	2,349	7.75	2,388	7.56	2,321	7.69
Revenue	1,262	11.78	1,257	10.73	1,225	10.30
Social Services	6,894	10.97	6,553	10.91	6,296	10.73
State Public Defender	582	9.45	567	8.95	591	9.10
<b>TOTALS</b>	<b>42,075</b>	<b>10.98</b>	<b>41,132</b>	<b>10.80</b>	<b>39,600</b>	<b>10.63</b>

*See page 9 for details regarding average service for new retirees (23.59 years).*



	FY15		FY17		FY19	
Department Name	Count	Average Salary	Count	Average Salary	Count	Average Salary
Agriculture	323	\$41,750	335	\$42,703	338	\$43,477
Conservation	1,378	\$43,366	1,391	\$44,472	1,365	\$45,213
Corrections	10,866	\$33,013	10,517	\$34,037	9,848	\$36,923
Economic Development	777	\$44,953	784	\$46,854	766	\$47,584
Elementary & Secondary Education	1,690	\$34,507	1,690	\$36,207	1,666	\$37,115
Health	1,713	\$40,820	1,718	\$41,740	1,691	\$42,857
Higher Education	56	\$46,115	52	\$48,227	51	\$51,848
Insurance	515	\$51,035	506	\$53,203	499	\$54,751
Judiciary	2,831	\$33,875	2,811	\$34,645	2,770	\$35,296
Labor & Industrial Relations	700	\$38,647	627	\$39,968	589	\$42,202
Legislature	377	\$44,171	377	\$46,524	366	\$49,523
Mental Health	6,604	\$36,017	6,430	\$37,880	6,143	\$38,883
Natural Resources	1,404	\$40,967	1,387	\$42,242	1,342	\$43,507
Office of Administration	1,754	\$44,624	1,742	\$46,300	1,733	\$47,244
Public Safety	2,349	\$33,344	2,388	\$34,688	2,321	\$36,782
Revenue	1,262	\$34,191	1,257	\$34,564	1,225	\$35,555
Social Services	6,894	\$33,881	6,553	\$34,982	6,296	\$35,732
State Public Defender	582	\$46,189	567	\$47,278	591	\$53,532
<b>TOTALS</b>	<b>42,075</b>	<b>\$36,107</b>	<b>41,132</b>	<b>\$37,400</b>	<b>39,600</b>	<b>\$39,044</b>



Department Name	FY19 Count	FY19*	FY20	FY21	FY22	FY23	Totals	%
Agriculture	338	58	3	8	6	10	85	25.15%
Conservation	1,365	227	27	56	45	41	396	29.01%
Corrections	9,848	914	246	314	317	350	2,141	21.74%
Economic Development	766	132	23	23	34	34	246	32.11%
Elementary & Secondary Education	1,666	234	44	69	56	52	455	27.31%
Health	1,691	223	50	59	58	56	446	26.37%
Higher Education	51	5	1	4	0	2	12	23.53%
Insurance	499	77	16	16	18	19	146	29.26%
Judiciary	2,770	434	75	97	79	94	779	28.12%
Labor & Industrial Relations	589	103	25	16	18	24	186	31.58%
Legislature	366	64	10	12	8	6	100	27.32%
Mental Health	6,143	631	158	189	179	213	1,370	22.30%
Natural Resources	1,342	208	47	43	40	43	381	28.39%
Office of Administration	1,733	307	59	57	74	69	566	32.66%
Public Safety	2,321	197	59	58	45	62	421	18.14%
Revenue	1,225	133	37	33	39	29	271	22.12%
Social Services	6,296	673	165	196	200	206	1,440	22.87%
State Public Defender	591	62	12	5	12	9	100	16.92%
<b>TOTALS</b>	<b>39,600</b>	<b>4,682*</b>	<b>1,057</b>	<b>1,255</b>	<b>1,228</b>	<b>1,319</b>	<b>9,541</b>	<b>24.09%</b>

*Retirement Eligibility: 9,541 active members employed at the beginning of FY19 will be eligible for normal retirement by June 30, 2023 (24.09%)*

*\*Includes all members eligible to retire as of 6-30-2019; several of whom were previously eligible.*

## Average Age at Retirement of New Retirees

*As of June 30 of each year*

Department Name	FY15		FY17		FY19	
	Count	Average Age at Retirement	Count	Average Age at Retirement	Count	Average Age at Retirement
Agriculture	8	59.98	24	59.54	16	64.68
Conservation	43	58.18	46	59.94	38	58.62
Corrections	374	61.49	350	61.35	384	61.36
Economic Development	36	62.94	41	62.80	30	63.16
Elementary & Secondary Education	77	61.93	70	61.18	59	61.73
Health	64	60.27	66	61.04	72	61.87
Higher Education	1	59.99	3	57.47	4	59.97
Insurance	19	61.03	21	58.25	13	60.20
Judiciary	122	61.37	84	61.93	136	62.01
Labor & Industrial Relations	33	59.74	35	62.02	30	61.74
Legislature	17	60.13	14	58.72	26	61.94
Mental Health	233	60.41	213	61.23	213	61.05
Natural Resources	78	60.19	53	60.08	53	61.43
Office of Administration	81	59.71	79	59.12	70	59.45
Public Safety	79	62.38	63	62.83	53	63.12
Revenue	66	59.69	51	59.39	40	59.10
Social Services	207	60.87	240	61.16	192	61.06
State Public Defender	18	59.53	21	61.79	5	62.25
<b>TOTALS</b>	<b>1,556</b>	<b>60.87</b>	<b>1,474</b>	<b>61.05</b>	<b>1,434</b>	<b>61.30</b>

## Average Years of Service of New Retirees

*As of June 30 of each year*

	FY15		FY17		FY19	
Department Name	Count	Average Years of Service	Count	Average Years of Service	Count	Average Years of Service
Agriculture	8	29.58	24	25.41	16	22.72
Conservation	43	28.47	46	27.13	38	27.79
Corrections	374	21.31	350	21.65	384	21.87
Economic Development	36	20.93	41	24.32	30	24.31
Elementary & Secondary Education	77	22.85	70	23.38	59	23.28
Health	64	24.16	66	22.96	72	22.78
Higher Education	1	8.58	3	26.64	4	23.52
Insurance	19	22.38	21	26.92	13	25.30
Judiciary	122	24.62	84	24.68	136	25.87
Labor & Industrial Relations	33	25.05	35	28.14	30	24.42
Legislature	17	29.60	14	31.04	26	26.26
Mental Health	233	23.05	213	22.33	213	23.62
Natural Resources	78	24.44	53	26.43	53	23.93
Office of Administration	81	26.52	79	27.50	70	25.96
Public Safety	79	19.66	63	18.52	53	18.21
Revenue	66	27.22	51	28.86	40	27.96
Social Services	207	23.74	240	24.96	192	24.10
State Public Defender	18	25.13	21	24.07	5	16.90
<b>TOTALS</b>	<b>1,556</b>	<b>23.39</b>	<b>1,474</b>	<b>23.87</b>	<b>1,434</b>	<b>23.59</b>

# RETIRED

from active service

## Final Average Pay at Retirement of New Retirees

*As of June 30 of each year*

Department Name	FY15		FY17		FY19	
	Average FAP*	Average FAP* Annualized	Average FAP*	Average FAP* Annualized	Average FAP*	Average FAP* Annualized
Agriculture	\$3,400	\$40,802	\$3,430	\$41,166	\$3,792	\$45,505
Conservation	\$4,305	\$51,658	\$4,096	\$49,150	\$4,171	\$50,047
Corrections	\$2,891	\$34,690	\$3,027	\$36,327	\$3,068	\$36,811
Economic Development	\$3,687	\$44,249	\$3,820	\$45,840	\$3,680	\$44,162
Elementary & Secondary Education	\$3,250	\$39,001	\$3,181	\$38,167	\$3,365	\$40,386
Health	\$3,722	\$44,666	\$3,921	\$47,051	\$3,786	\$45,426
Higher Education	\$2,701	\$32,414	\$3,367	\$40,401	\$3,291	\$39,497
Insurance	\$3,826	\$45,908	\$4,432	\$53,190	\$5,760	\$69,126
Judiciary	\$3,155	\$37,858	\$3,021	\$36,248	\$3,383	\$40,598
Labor & Industrial Relations	\$3,034	\$36,414	\$3,824	\$45,888	\$3,920	\$47,035
Legislature	\$4,070	\$48,842	\$3,288	\$39,459	\$3,345	\$40,138
Mental Health	\$3,223	\$38,679	\$3,488	\$41,856	\$3,465	\$41,582
Natural Resources	\$3,457	\$41,482	\$3,963	\$47,555	\$3,862	\$46,343
Office of Administration	\$3,864	\$46,372	\$4,000	\$48,005	\$4,060	\$48,717
Public Safety	\$3,110	\$37,322	\$3,063	\$36,750	\$3,403	\$40,841
Revenue	\$3,009	\$36,102	\$3,682	\$44,183	\$3,351	\$40,209
Social Services	\$2,914	\$34,971	\$3,108	\$37,296	\$3,043	\$36,511
State Public Defender	\$5,265	\$63,174	\$4,758	\$57,098	\$4,616	\$55,397
<b>TOTALS</b>	<b>\$3,226</b>	<b>\$38,717</b>	<b>\$3,393</b>	<b>\$40,716</b>	<b>\$3,403</b>	<b>\$40,836</b>

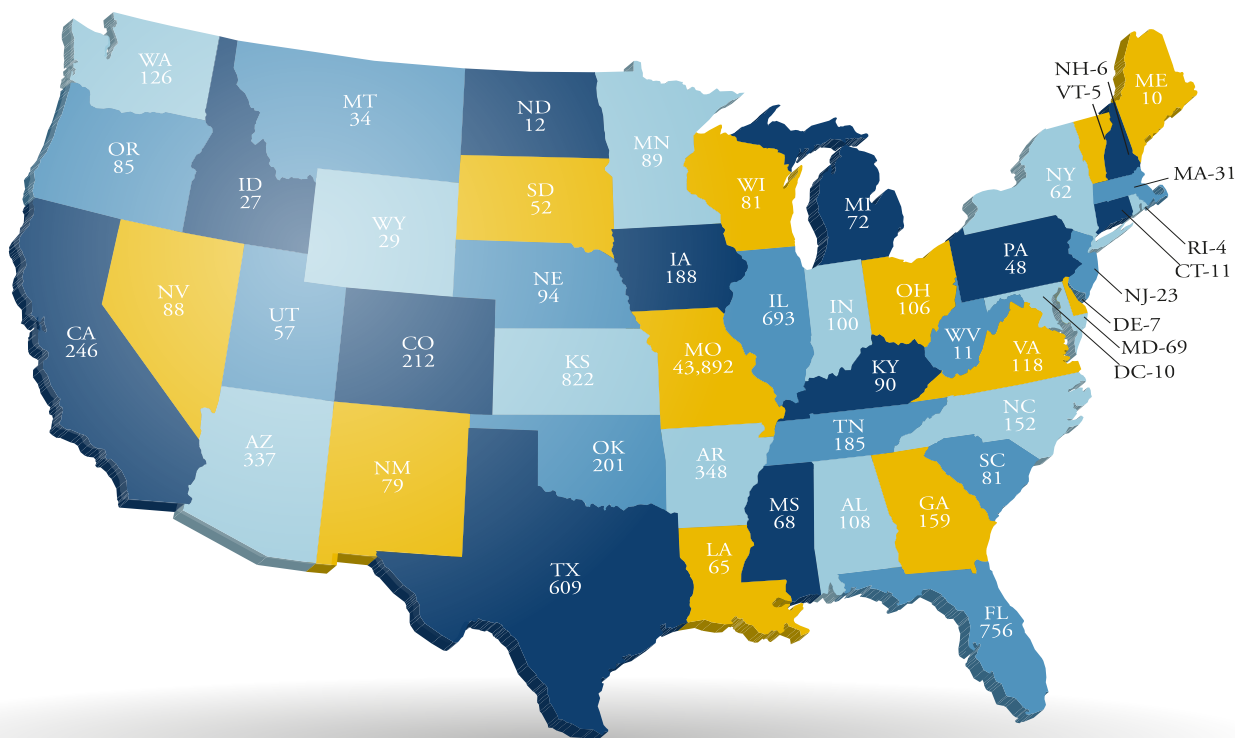
*\*This is the average of all new retirees' final average pay (FAP). FAP is defined as the average of the employee's highest 36 full consecutive months of compensation. It is one part of the three-part formula used for calculating retirement benefits:  $FAP \times Multiplier \times Credited Service = Monthly Benefit$ .*

Department Name	FY15 Average Annual Benefit	FY17 Average Annual Benefit	FY19 Average Annual Benefit
Agriculture	\$25,812	\$22,180	\$16,173
Conservation	\$30,516	\$27,006	\$29,045
Corrections	\$14,602	\$15,152	\$15,827
Economic Development	\$17,327	\$20,916	\$20,319
Elementary & Secondary Education	\$16,619	\$16,501	\$18,429
Health	\$21,729	\$20,428	\$19,622
Higher Education	\$4,186	\$24,445	\$20,607
Insurance	\$23,264	\$29,146	\$35,875
Judiciary	\$19,070	\$18,003	\$20,075
Labor & Industrial Relations	\$19,125	\$25,251	\$22,113
Legislature	\$29,355	\$25,715	\$20,596
Mental Health	\$18,367	\$18,152	\$18,998
Natural Resources	\$19,907	\$25,554	\$21,057
Office of Administration	\$25,198	\$26,225	\$25,543
Public Safety	\$15,119	\$12,318	\$14,739
Revenue	\$20,145	\$26,209	\$23,022
Social Services	\$17,071	\$18,603	\$17,682
State Public Defender	\$32,967	\$27,312	\$17,293
<b>TOTALS</b>	<b>\$18,446</b>	<b>\$19,216</b>	<b>\$18,941</b>

# SUMMARY

## Benefit Recipients by Location

As of June 30, 2019



## Outside of the Continental U.S.

Location	Count	Location	Count	Location	Count
Alaska	18	Czech Republic	1	Latvia	1
Hawaii	14	Ecuador	1	Marshall Islands	1
Army Post Office	1	Germany	1	Philippines	1
Argentina	1	Guam	1	Puerto Rico	2
Australia	2	Hong Kong	1	Sweden	1
Brazil	1	India	1	Thailand	1
Canada	12	Ireland	2	The Netherlands	2
Costa Rica	1	Israel	1	United Kingdom	5
Croatia	1	Italy	2	Virgin Islands	2

The information on pages 12-15 includes all MOSERS Members, unless indicated otherwise.

- Nearly 90% of MOSERS retirees and their dependents remain in Missouri. Source: PDSH002 IT Report July 2019
- More than \$725 Million in MOSERS pension benefits goes to Missouri residents annually, (excluding Back-DROP). Source: PDSH002 IT Report July 2019

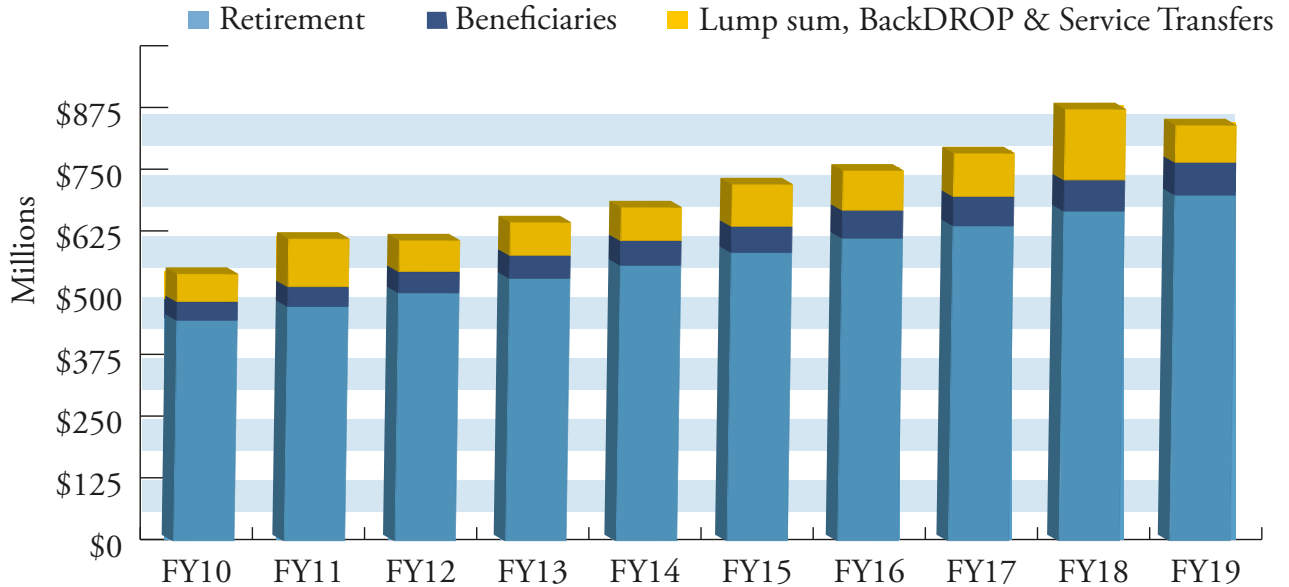
Source: FY19 CAFR p. 157

# SUMMARY

## Benefit Payments and Refunds

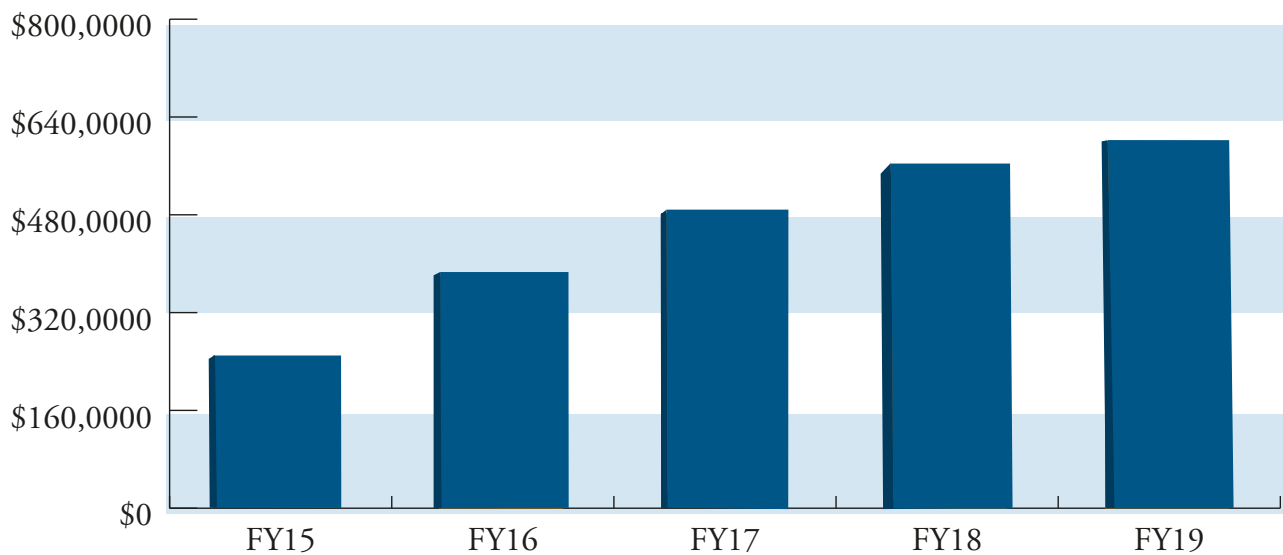
*As of June 30 of each year*

### MSEP / MSEP 2000 / MSEP 2011 Benefit Payment Totals



Source: FY 19 CAFR p. 150-151

### Refunds of Contributions



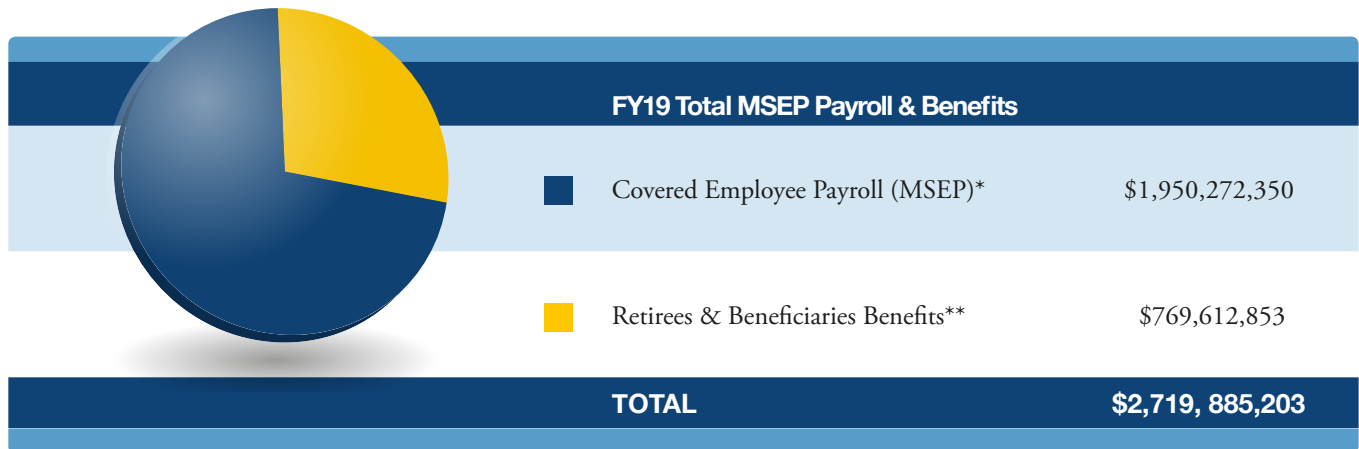
Source: FY19 CAFR p. 151



# SUMMARY

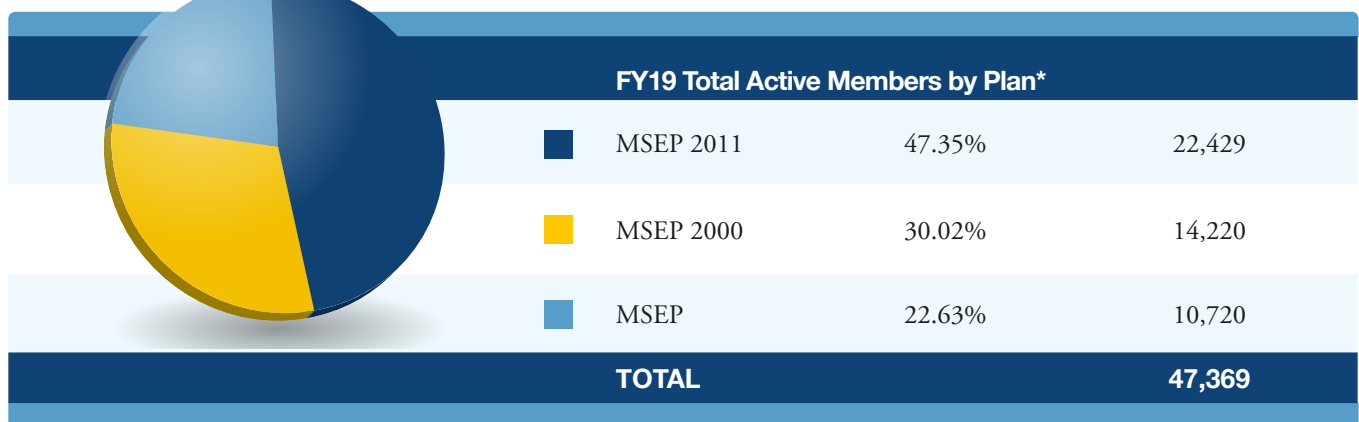
## Plan Information

As of June 30, 2019

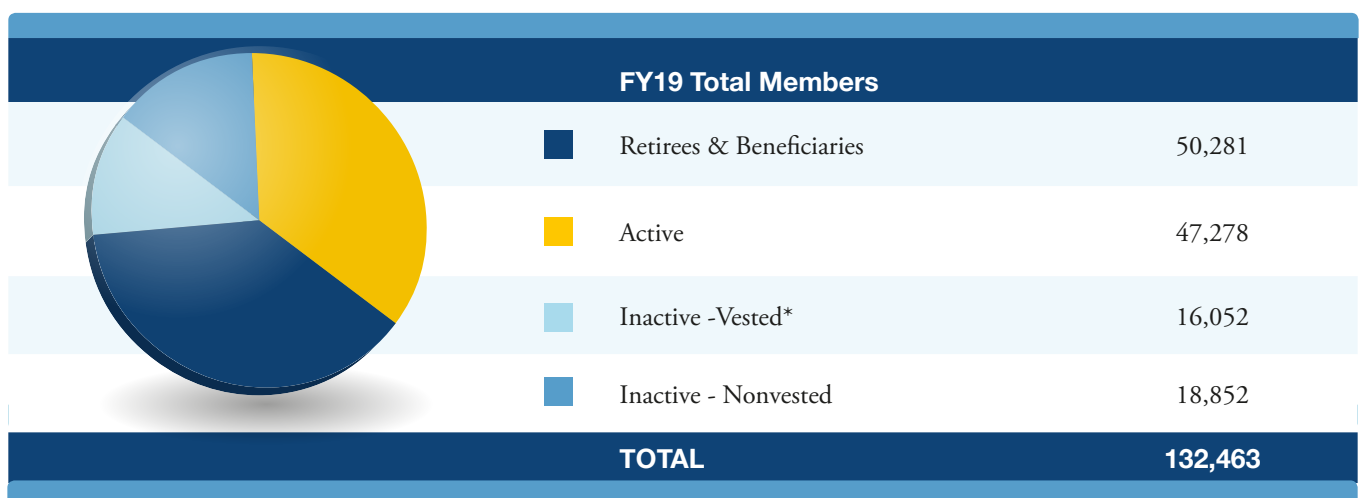


\*Includes ALL MSEP, MSEP 2000 & MSEP 2011 members. Excludes Judicial Plan.  
Source: FY19 CAFR p. 27 and p.55

\*\*Excludes BackDROP & other lump-sum payments.



\*Excludes Judicial Plan. Source: IT Report, Active Counts by Plan 6/27/19.



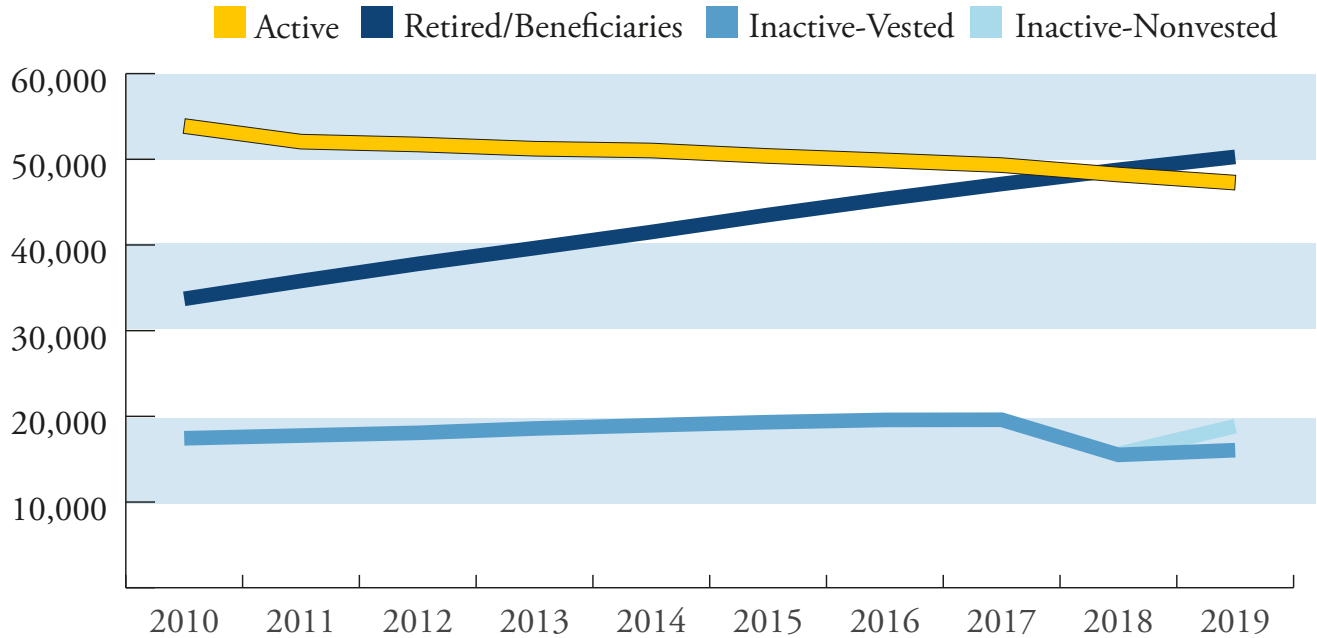
Source: FY19 CAFR p. 156 See 10-Year Membership History on next page.

\*Excludes members on leave of absence and long-term disability.

# SUMMARY

## 10-Year Membership Trend

All MOSERS Plans as of June 30 of each year.



FY	Active*	Retired/Beneficiaries	Inactive-Vested*	Inactive-Nonvested**	Totals
2010	53,880	33,716	17,441	-	105,037
2011	52,059	35,801	17,757	-	105,617
2012	51,730	37,796	18,075	-	107,601
2013	51,233	39,636	18,581	-	109,450
2014	51,026	41,511	18,957	-	111,494
2015	50,385	43,503	19,319	-	113,207
2016	49,872	45,368	19,583	-	114,778
2017	49,320	47,119	19,603	-	116,042
2018	48,221	48,776	15,502	15,619	128,118
2019	47,278	50,281	16,052	18,852	132,463

\*Excludes members on leave of absence and long-term disability.

Source: FY19 CAFR p. 156

\*\*Inactive-nonvested members of the MSEP 2011 who have not requested a refund of their contributions are now being included in membership data

## This image shows a full page of blank, white paper with horizontal blue ruling lines. The lines are evenly spaced and run across the width of the page, typical of notebook or legal stationery. There are no margins, text, or other markings present.





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